

DWD Workforce Programs Conference

Chula Vista Resort – Wisconsin Dells



***Value Driven – A view of
Wisconsin's Present and Future
Workforce***

3/12/14



Did you know?

http://www.youtube.com/watch?v=yrRn7rSif2Q&feature=player_detailpage

ManpowerGroup/The Human Age/Talentism

http://www.manpowergroup.com/wps/wcm/connect/manpowergroup-en/home/thought-leadership/human-age/Talentism+_new/

The New Capitalism

- *The world has entered a new era, one requiring the redesign of business models, redefinition of value propositions and reinvention of social systems. This transformation is necessary with “Capitalism” shifting to “Talentism,” where it matters less if countries and companies can access the capital they need and more if they can attract the talent they need to win. Exponentially complicating matters, the demographic landscape dictates that talent— as capital once was—is becoming not only a scarce resource, but the key competitive differentiator.*
- *Countries and companies will need to examine their business strategies and ensure they have an appropriate talent strategy in place to attract, retain and develop talent; unlocking the human potential they need to succeed.*



What are employers saying about talent?

The HUMAN Age = Human Capital + Talent Development

Managing Workforce Demands and Expectations



The drivers behind global market change:

Technology, Knowledge, Innovation, Competition

The key resource for employer success:

#1 CEO survey response = Talent (a scarce resource)

The predominant expectation of employers:

Skills, Credentials, Competencies as needed

The critical expectation of job seekers:

Employment security, family sustaining wages, benefits, opportunity



How are the education and workforce systems responding to the evolving demand for innovative and sustainable talent for Wisconsin?

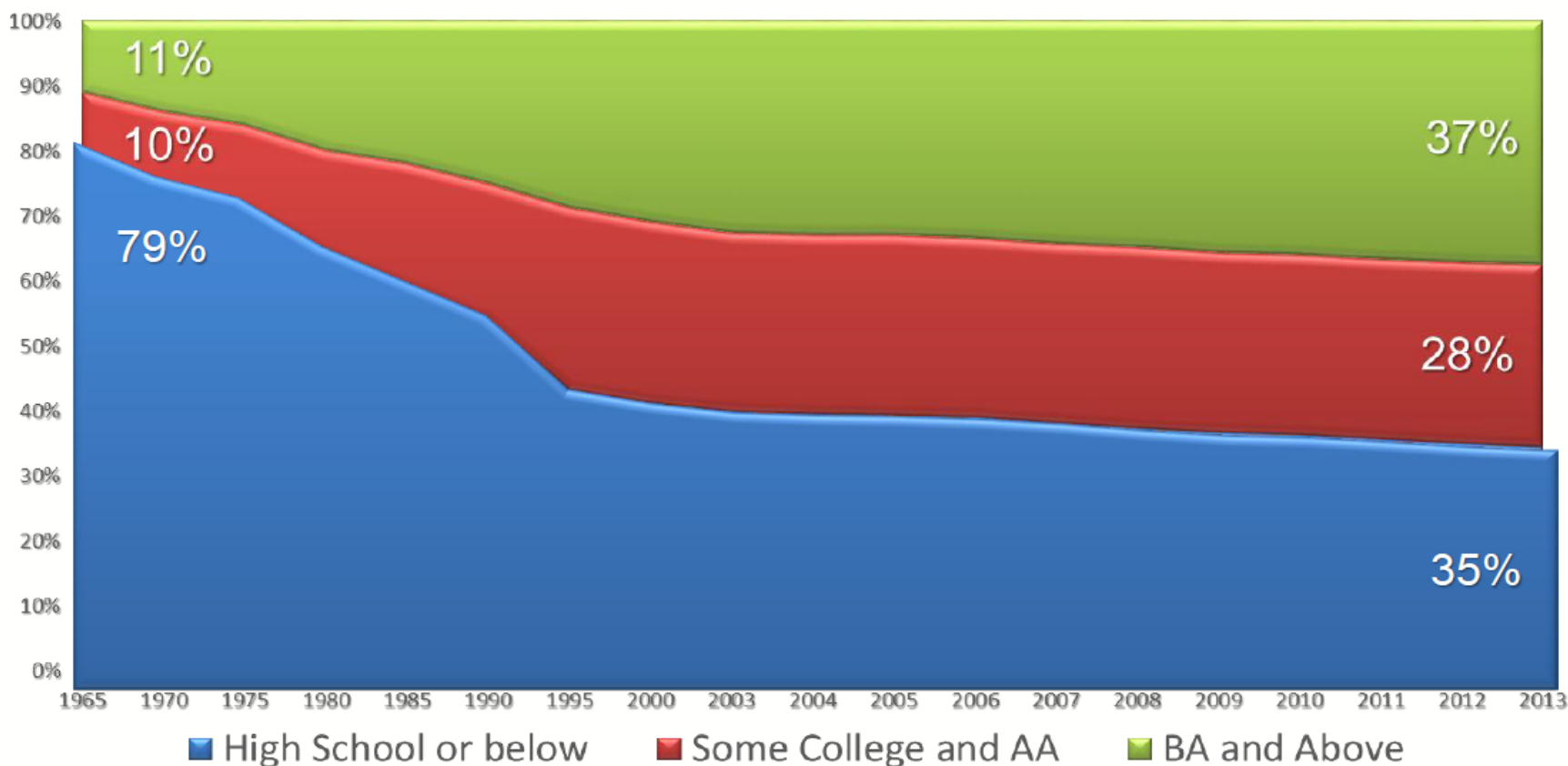
New Realities: The “New Minimum”



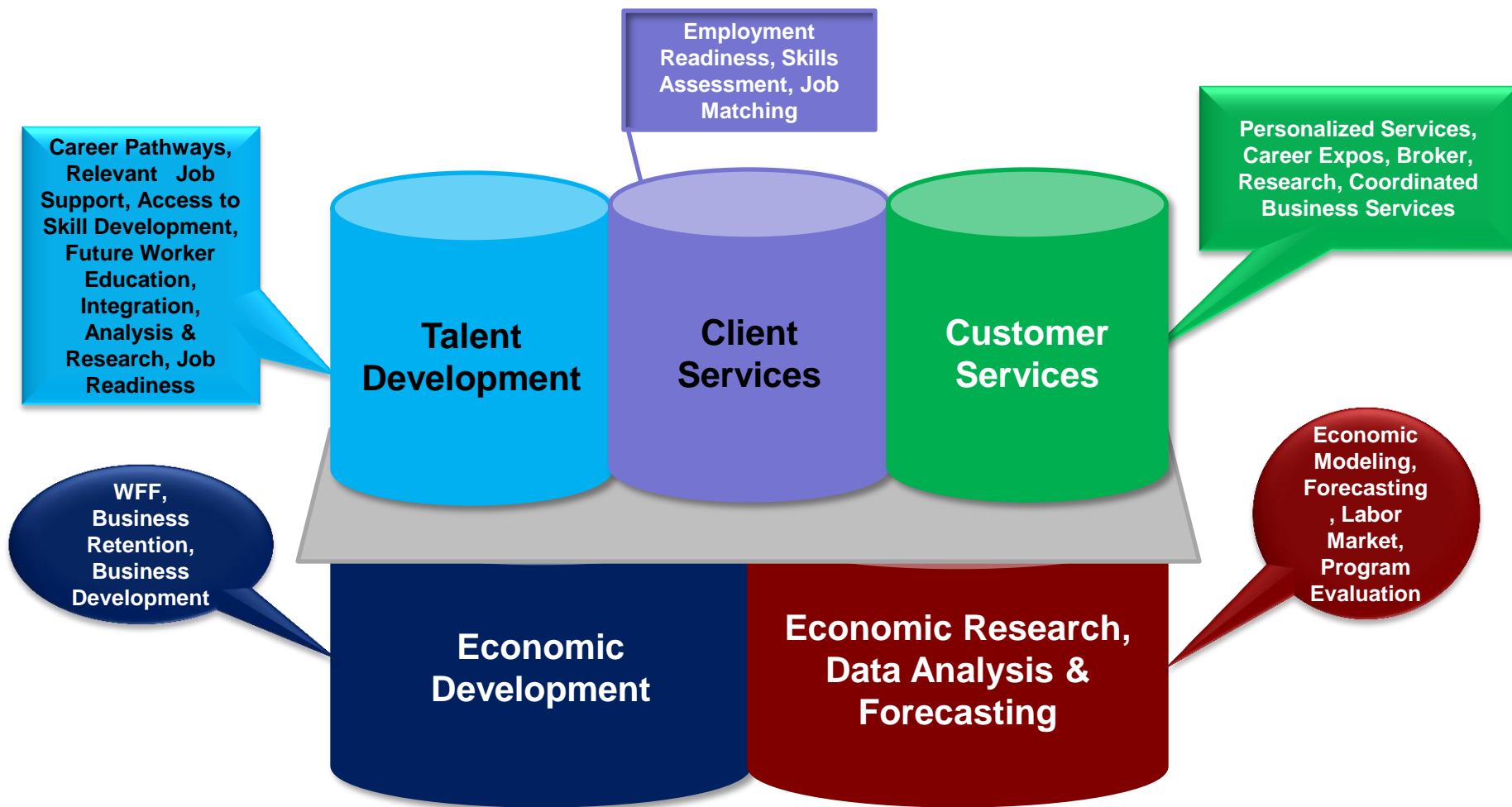
EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

Defining the Problem:

Increasing Need for More Education in Current Economy



The evolution of the Division of Employment & Training Demand Driven Value Drivers



Strengthened Network Collaborations



Workforce/Talent

- Workforce Development Boards
- Partner Agencies
- Apprenticeship Councils
- Youth Apprenticeship Consortia
- Staffing Agencies
- Talent Developers

Economic Development

- WEDC
- Grow Regions
- County Economic Development
- Export Strategies
- Business Retention/Attraction
- Site Locators

Demand Driven Programming

P-20 Education

- K-12
- Tech Colleges
- 4 Year institutions
- Credentialing Agencies
- School Counselors
- Parents!!!

Employers

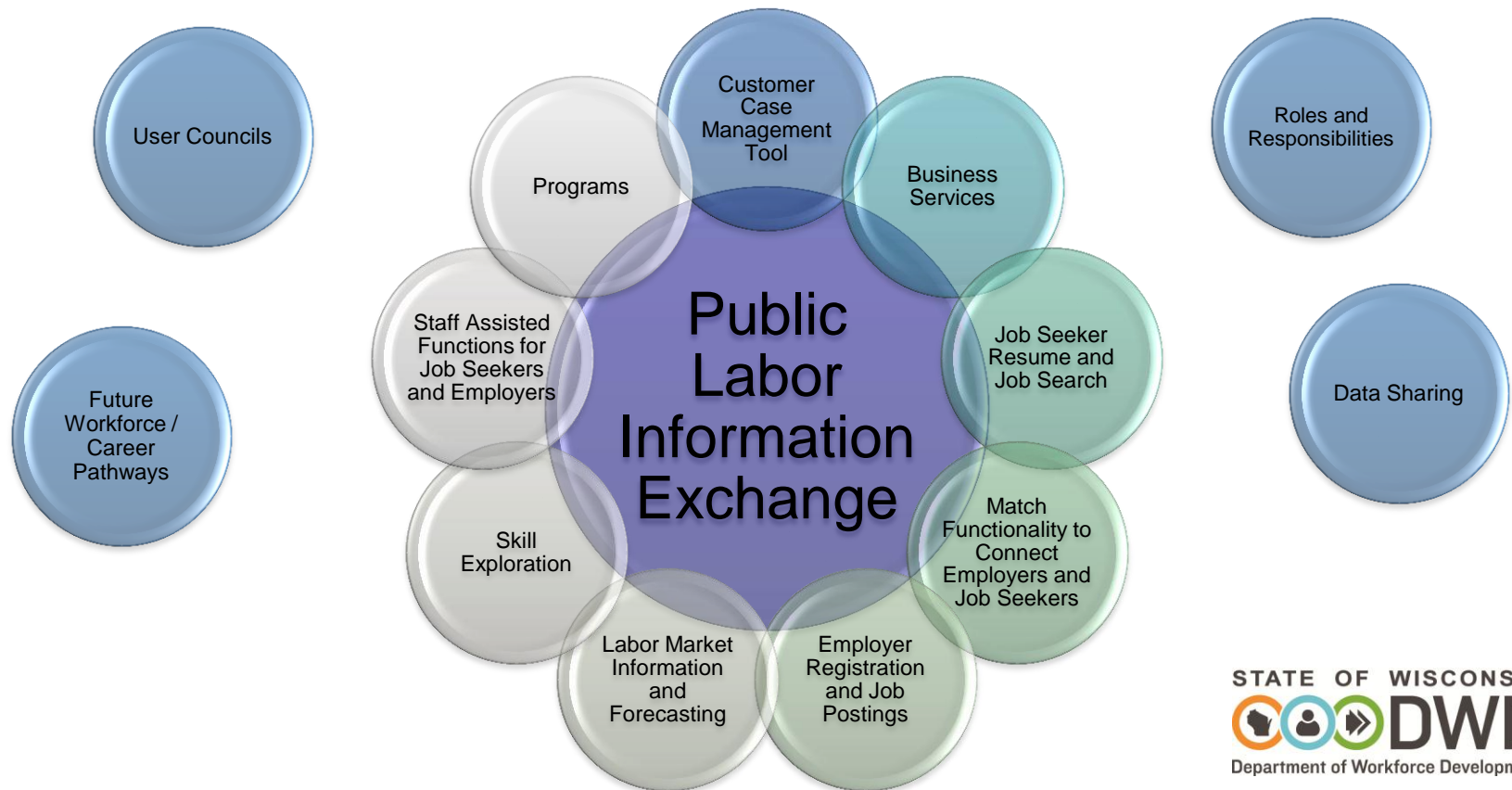
- Chambers of Commerce
- Business Alliances
- Trade Associations
- Professional Associations
- Small and Independent Businesses
- Entrepreneurs
- Start up companies



Evolving Demand Driven Workforce Paradigms in Wisconsin:

- Alignment of workforce development strategies with regional economic development plans (CWI Strategic Plan – WEDC Global/State/Regional/Local Strategies)
- State funded, employer-driven worker training programs to address localized skill gaps (Wisconsin Fast Forward; Governor's Blueprint for Prosperity)
- Expanded Labor Market Information System capabilities (JCW and Burning Glass)
- Connect employers with job seekers via skill sets and mapping tools (Skill Explorer)
- Career pathway exploration for middle/high school students to identify high-demand occupations and educational pathways to employment (My Life My Plan!)
- Expanded Apprenticeship programming (youth, registered, German model)
- Recognition of all talent populations (veterans, persons with disabilities, minorities)
- Career & Technical Education, dual enrollment programs, work-based learning

Wisconsin's evolving Labor Market Information System



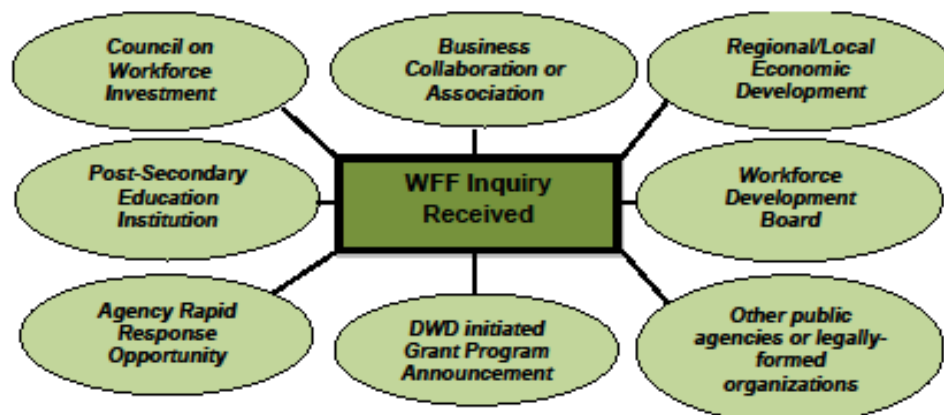


Wisconsin Fast Forward Principles

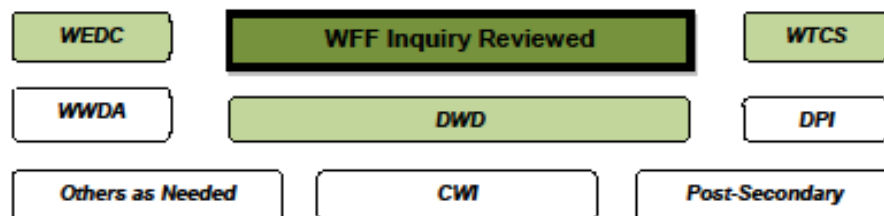
- **Business collaborations** define **skill requirements**, provide \$\$ match, define training expectations, coordinate curriculum and training delivery, hire training program graduates and/or raise wages for incumbent workers – should not duplicate or supplant programs – prototype programs that are scalable, replicable, portable
- **Education and training collaborations** evaluate inquiries, create-deliver training programs, build cohorts, consider sustainable programs, modify existing programming, award credentials, etc.
- **OSD** receives/reviews inquiries, evaluates research, formulates grant program announcements, evaluates grant applications, monitors performance, conducts audits, produces reports

Wisconsin Fast Forward Inquiry and Grant Program Announcement Process

Step 1 – Demand Identified and Inquiry Submitted to OSD



Step 2 – Inquiry Reviewed by DWD and Strategic Partners



Step 3 – Inquiry Review and Program Referral



Connect inquirer(s) to existing options for identified skill training

Step 4 - Consider submitting WFF grant application

Wisconsin Fast Forward Grant Process Chapter DWD 801

Grant Categories:

1. General incentive-based Competitive Grants
2. Small and Short-Term Grants
3. Large or Long-Term Grants
4. Rapid Response Grants

Demand-driven: Grants will be awarded in response to an identified labor need of an employer or a group of employers where existing education or training programs do not address the targeted needs or outcomes.

Sectors of Need: Labor market data will be used to evaluate projected employment growth and skill demand when prioritizing applications.

Collaboration-based: Grants may require collaboration with workforce development boards, economic development organizations, state agencies, colleges and universities or business organizations for curriculum development, training delivery and cohort management.

Match Requirement: Grantees will be required to provide match funds or resources.

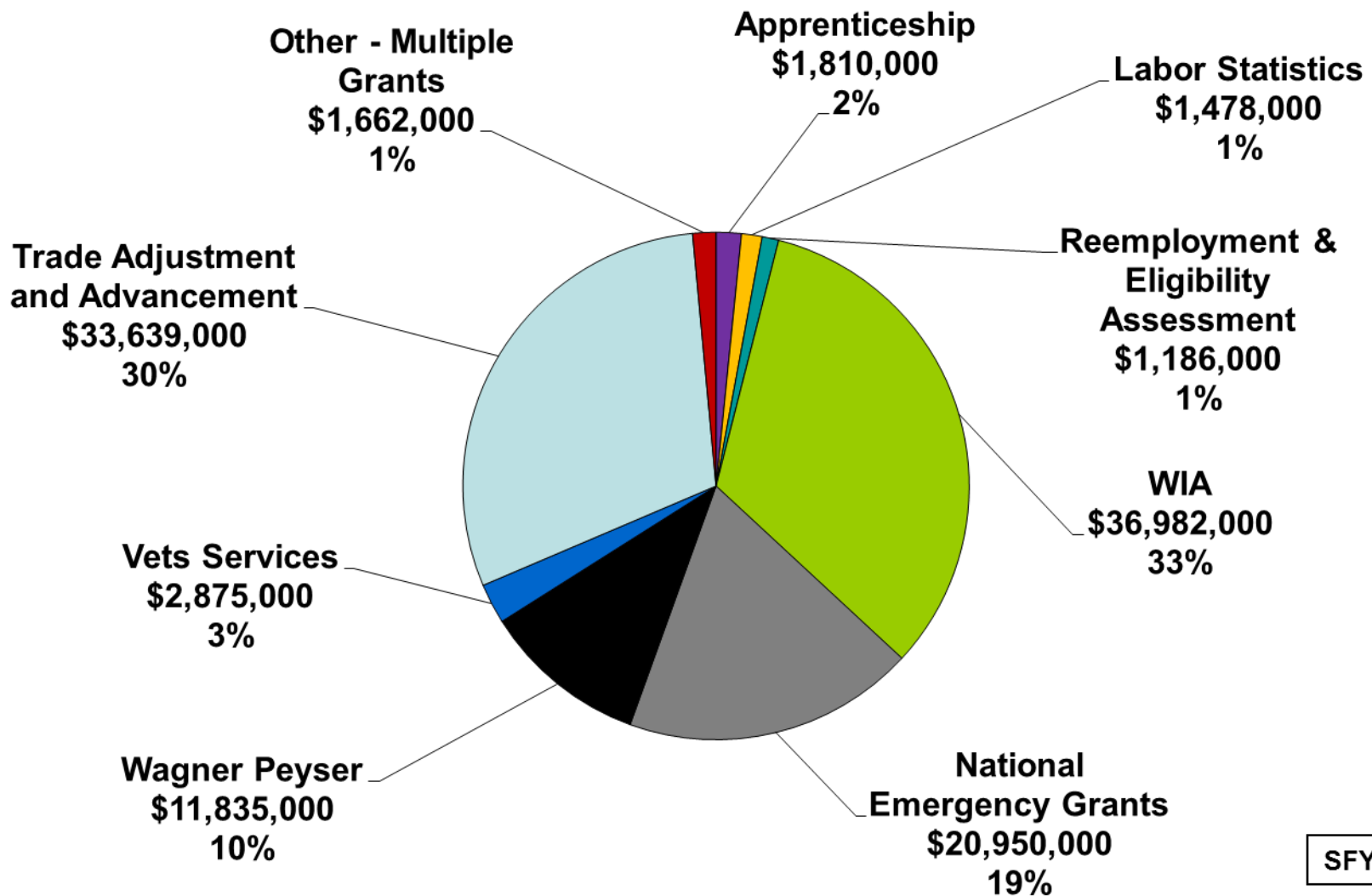
Transparency and Accountability: DWD will review and monitor grants with a high degree of transparency and accountability, ensuring that all applicable state and federal laws and regulations are followed in the grant process.



How has “Employment & Training” traditionally responded?

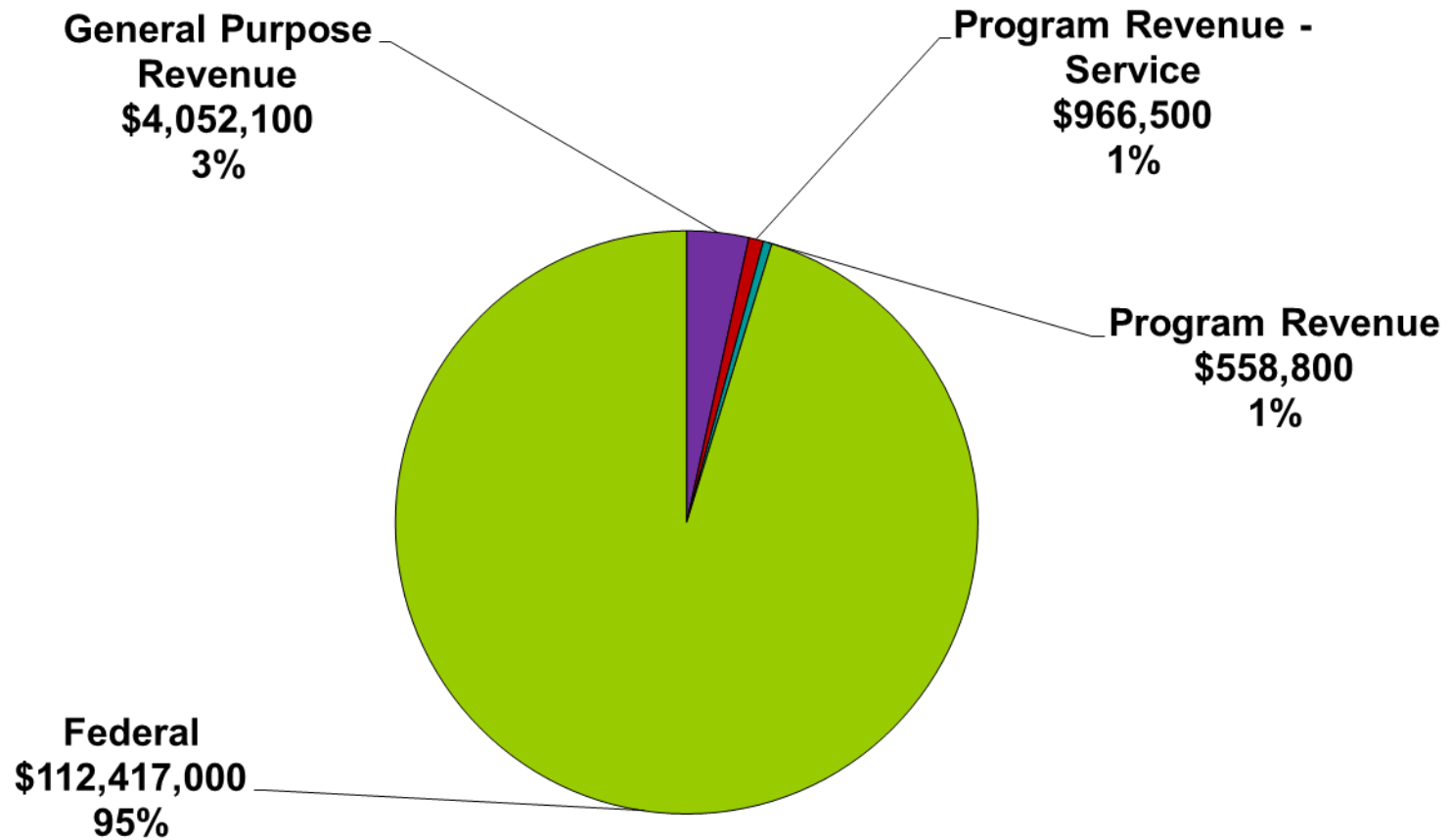
- Government programs primarily driven by Federal funding
- Workforce strategies developed independent of:
 1. regional economic development strategies
 2. educational system partnerships
 3. market relevancy (demand –driven models)
- The urgent need for a sustainable talent pipeline development or transitional skill sets
- Built by budget, not for transformative change

DET Annual Federal Funds - \$112,417,000



SFY 2014

DET Total Annual Funds - \$117,994,400



SFY 2014

Balanced Scorecard

Market relevancy



One Stop Services

- Talent Assessment
- Skills Definition
- Career Planning & Pathways
- Employment Readiness

Today's Clients

One & Done Principles

- Demand driven services
- Talent recruitment/retention
- Standard Operating Environment
- "Earned" Value

Today's Customers

Talent Development

- Training Investment
- Career Pathway Coordination
- Regional Training consultation
- Sector Facilitation

Future Workforce

Program & Fiscal Management

- Program Forecasting/Effectiveness
- Inclusive Partnerships
- Sustainable Funding Strategies
- Scalable, Portable, Replicable models

Collaboration & Compliance



Assessments & Tools

Skill Explorer

Skill Explorer: Linking people, skills
and knowledge to job postings.



How are You connecting employers to Wisconsin's talent?

Thank You!



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